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Wages in Montana
public education
by occupational
classification

Montana

Occupational Wage Information

Statewide and Regional Information

Wages in Montana Public Education

By Occupational Classification

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Wages in Montana Public Education By Occupational Classification

Statewide and Regional Information

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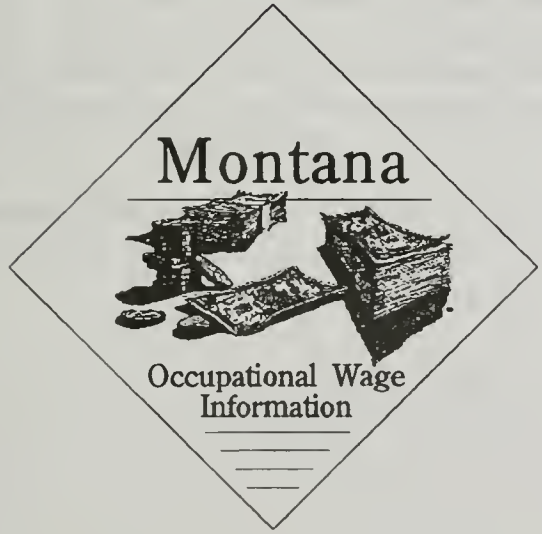
Stan Stephens, Governor

Department of Labor & Industry
Mike Micone, Commissioner



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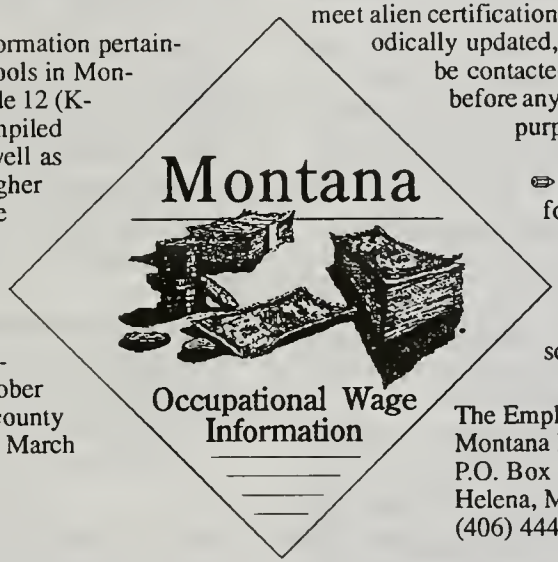
Introduction

Occupational wage information is much sought after in Montana because of its usefulness in planning industry direction, educational offerings, and personal careers.

This publication contains wage information pertaining to occupations within public schools in Montana. Public kindergarten through grade 12 (K-12) wage information has been compiled for 10 regions within the state—as well as for the state as a whole. Public higher education information is statewide only. All information is presented alphabetically by occupation or job title within each of the listings.

Information reported by private sector employers was published in October 1991. Information reported by city, county and state government was published in March 1992.



Please note:

✏ Non-agricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service office should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.

✏ Wages in this publication are intended for information and planning purposes only, and are NOT to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, please contact personnel at:

The Employment Relations Division
Montana Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624
(406) 444-5600

A sincere thank you is extended to: The many public schools, colleges and universities across Montana who took part in this survey; the Montana Department of Labor and Industry's Job Service Division; the Job Training Partnership Act (JTPA) program in Montana; the Montana State Occupational Information Coordinating Committee (SOICC); the Montana Office of Public Instruction, and all past-and-present Research and Analysis Bureau staff who helped with this massive, and at times overwhelming, project.

About the Survey

Statewide and Regional Data

A previous wage publication published by the Montana Department of Labor and Industry's Research and Analysis Bureau in 1986 presented statewide-only, private-sector data drawn from a stratified sample.

This most recent survey collected both statewide and regional information, by occupation, from a 100-percent canvas of Montana's private and public-sector employers covered by unemployment insurance. (Private sector information was published separately late in 1991. Public sector information, excluding education, was published early in 1992.)

This publication presents wage information about occupations in Montana's public schools (kindergarten through 12th grade) and colleges. Statewide and regional wage information is presented for occupations found in K-12 public education. (*See wage information region map on the following page.*) Statewide-only wage information is presented for public higher education job titles.

(Please note: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices.)

Survey Description

The survey collected wage information for the week of Sept. 12, 1990.

✏ **Information on public (K-12) education occupations** was collected from a survey form that was mailed early in 1991 to each public school listed on state unemployment insurance files. Survey packets were sent to the schools listing most of the common occupations found in public school systems—along with blank survey forms for occupations that were not listed. Each school was asked to list the number of employees within each occupation; the actual hourly wage or salary that each employee earned during the week of Sept. 12, 1990; the entry level wage paid for each occupation; and the number of hours worked in a normal work week. (*See sample wage survey form on page 26.*)

✏ **Wage information on higher education job titles** was provided directly by the public colleges in the state. Since the fiscal year was used as the base for higher education wage data, those wages reported as academic year wages were multiplied by 1.22 to convert them to fiscal year wages.

Survey Response

The overall survey response rate for public schools (K-12) was 75.2 percent. For public higher education it was 83.3 percent.

Data Confidentiality

In order to protect data confidentiality, data was not published when fewer than four employees were employed within a particular occupation.

If you have questions about information included in this publication, please contact us at: The Research and Analysis Bureau; Montana Department of Labor and Industry; P.O. Box 1728; Helena, MT 59624; (406) 444-2430.

Montana's Wage Information Regions

Region 1: Flathead, Lake, Lincoln and Sanders Counties

Region 2: Mineral, Missoula and Ravalli Counties

Region 3: Beaverhead, Deer Lodge, Granite, Madison, Powell and Silverbow Counties

Region 4: Blaine, Cascade, Choteau, Glacier, Hill, Liberty, Pondera, Teton and Toole Counties

Region 5: Broadwater, Jefferson, Meagher, and Lewis & Clark Counties

Region 6: Gallatin, Park and Sweet Grass Counties

Region 7: Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland Counties

Region 8: Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone Counties

Region 9: Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley Counties

Region 10: Carter, Custer, Dawson, Fallon, Powder River, Prairie and Wibaux Counties

Interpretation of Public Education Wage Data

STATEWIDE WAGE RATES FOR PUBLIC EDUCATION (K-12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(372.667-034)	● SECURITY GUARD	6	$5.94	$6.17	$5.43 - $6.55	$5.91	$5.25 - $6.49
(202.362-014)	STENOGRAPHER	5	$10.19	$10.45	$9.81 - $10.45	NA	NA NA
(913.133-010)	SUPERVISOR, ROADS	4	$11.50	$10.36	$10.11 - $14.01	NA	NA NA
(099.327-010)	TEACHER AIDE	934	$6.20	$6.00	$5.16 - $7.00	$5.15	$3.75 - $7.65

STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
090.227-010	ASSOCIATE PROFESSOR	233	$39,572.65	$36,830.58	$28,498.00	$69,137.40
090.227-010	ASSOCIATE PROFESSOR/CHAIR	7	$37,980.60	$36,470.70	$28,498.00	$47,987.50
090.227-010	ASSOCIATE PROFESSOR/DIRECTOR	5	$32,986.20	$33,277.00	$29,498.00	$37,609.00
313.381-010	BAKER II	7	$16,746.07	$16,305.12	$14,102.00	$19,864.00
860.281-010	● CARPENTER MAINTENANCE	19	$24,798.99	$24,689.00	$24,359.00	$26,104.00

Listed Alphabetically by Occupation

For the convenience of those using this publication, occupations are listed alphabetically. **Statewide and regional kindergarten through grade 12 (K-12) wage data is listed in HOURLY rates. Statewide-only higher education wage data is listed in ANNUAL rates.**

Information from Left to Right

Information presented will vary somewhat between K-12 and higher education listings, as illustrated by the examples above. However, from **left to right**, each listing will include most of the following information:

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- **0/1 Professional, technical and managerial occupations**
- **2 Clerical and sales occupations**
- **3 Service occupations**
- **4 Agricultural, fishery, forestry and related occupations**
- **5 Processing occupations**
- **6 Machine trades occupations**
- **7 Benchwork occupations**
- **8 Structural work occupations**
- **9 Miscellaneous occupations**

Occupation or Job Title: The name of an occupation or job title.

✏ **Workers in occupations preceded by a filled circle (●)** are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state. These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices .

Number of Employees: The number of workers reported within each occupation during the survey.

Weighted Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Median: The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half fall below it.

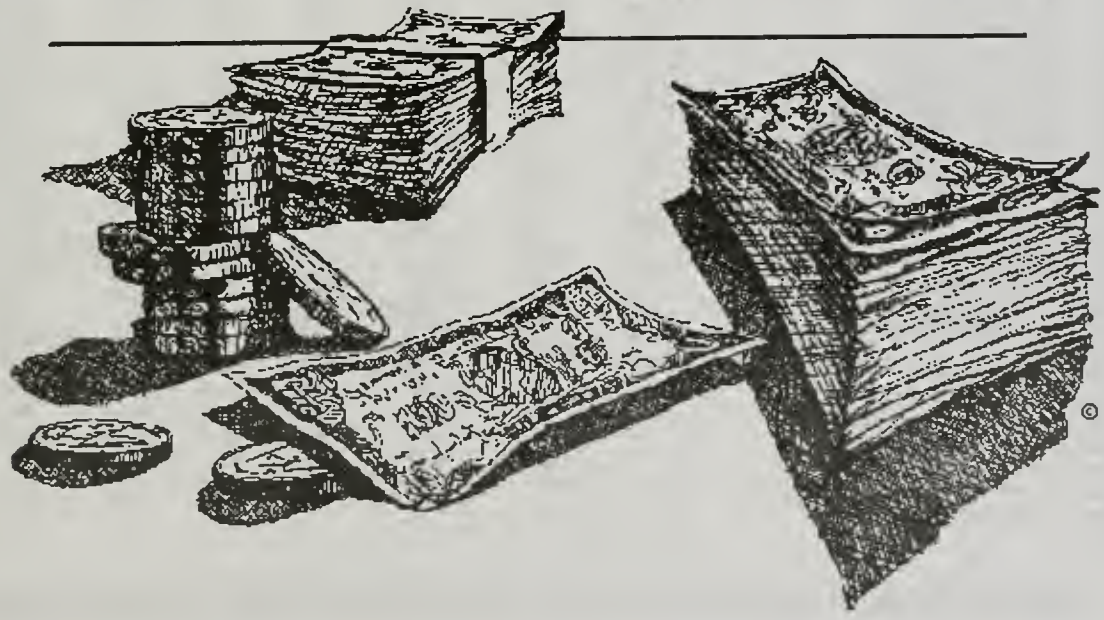
Middle Range: Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

Entry Level Average Wage: Represents the average wage paid to those workers who meet the basic qualifications for the job, but who need additional on-the-job training and supervision before they are considered "experienced" workers. The entry level average wage may not be representative of the occupational sample due to the fact that many employerss who provide wage information for experienced workers do not also provide entry level wage data.

Entry Level Wage Range: Shows the lowest and the highest entry level wages that were reported for each occupation.

Low Rate: The lowest wage rate reported for each job title.

High Rate: The highest wage rate reported for each job title.



STATEWIDE WAGE RATES FOR PUBLIC EDUCATION (K-12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(160.167-010)	ACCOUNTANT	9	$11.31	$10.45	$10.45 - $11.75	NA	NA NA
(169.167-010)	ADMINISTRATIVE ASSISTANT	7	$7.47	$7.56	$7.03 - $7.80	$6.57	$6.35 - $7.00
(219.382-014)	ATTENDANCE CLERK	36	$7.19	$8.94	$8.70 - $8.08	$6.02	$5.00 - $8.12
(950.382-010)	BOILER OPERATOR	53	$9.75	$9.71	$9.50 - $9.93	NA	NA NA
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	97	$8.50	$8.17	$7.49 - $9.63	$6.90	$4.40 - $9.74
(352.577-010)	BUS ATTENDANT	42	$5.81	$5.65	$4.17 - $6.19	$6.33	$4.50 - $12.32
(913.463-010)	BUS DRIVER	464	$8.62	$8.41	$7.16 - $9.83	$7.21	$3.00 - $16.00
(186.117-010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	40	$14.24	$12.48	$9.25 - $18.44	$11.56	$6.00 - $25.54
(211.462-010)	CASHIER, OFFICE	22	$4.59	$4.42	$4.42 - $4.94	NA	NA NA
(359.667-010)	CHAPERONE	469	$5.12	$5.13	$4.40 - $5.27	$5.11	$3.80 - $10.00
(203.362-010)	CLERK-TYPIST	58	$6.44	$6.33	$5.58 - $7.11	$5.73	$3.80 - $7.65
(209.562-010)	CLERK, GENERAL	271	$8.53	$8.20	$6.74 - $10.00	$6.54	$3.46 - $15.38
(213.362-010)	COMPUTER OPERATOR	11	$9.57	$9.27	$7.48 - $10.45	$7.32	$6.18 - $8.89
(291.457-020)	CONCESSIONS VENDOR	26	$4.73	$3.85	$3.85 - $6.19	$5.75	$3.85 - $7.50
(317.687-010)	COOK HELPER	34	$5.78	$5.96	$4.75 - $6.73	$4.64	$4.00 - $6.10
(315.361-010)	COOK, MESS	347	$7.15	$6.91	$6.08 - $7.83	$5.55	$3.80 - $8.81
(230.667-010)	DELIVERER, OUTSIDE	12	$9.60	$9.21	$8.07 - $11.80	$6.97	$5.00 - $9.05
(090.117-022)	DIRECTOR, ATHLETIC	6	$18.15	$21.48	$12.22 - $23.31	NA	NA NA
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	11	$15.41	$12.00	$10.00 - $23.12	$14.97	$7.50 - $22.40
(187.167-026)	DIRECTOR, FOOD SERVICES	7	$10.44	$10.00	$8.56 - $11.89	$7.02	$5.50 - $8.00
(099.167-018)	DIRECTOR, INSTRUCTIONAL MATERIAL	8	$7.19	$5.15	$4.11 - $10.71	NA	NA NA
(099.167-022)	EDUCATIONAL SPECIALIST	4	$17.36	$15.32	$9.63 - $27.12	NA	NA NA
(824.261-010)	● ELECTRICIAN	8	$15.36	$15.60	$15.04 - $15.98	NA	NA NA
(187.167-046)	EXECUTIVE HOUSEKEEPER	4	$8.63	$6.77	$5.29 - $7.82	NA	NA NA
(206.362-010)	FILE CLERK	4	$7.90	$8.33	$7.02 - $8.33	NA	NA NA
(406.684-014)	● GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	38	$8.42	$9.13	$6.68 - $10.03	$7.26	$3.80 - $12.69
(321.137-010)	HOUSEKEEPER	8	$5.38	$5.56	$4.62 - $6.00	NA	NA NA
(099.223-010)	INSTRUCTOR, DRIVING	25	$11.50	$11.75	$10.00 - $12.05	NA	NA NA
(153.227-018)	INSTRUCTOR, SPORTS	9	$5.56	$4.30	$4.15 - $7.35	NA	NA NA
(382.664-010)	● JANITOR	1040	$8.02	$8.13	$6.85 - $9.28	$5.92	$3.46 - $9.62
(318.687-010)	KITCHEN HELPER	443	$5.39	$4.98	$4.67 - $5.97	$4.77	$3.80 - $7.65
(100.127-014)	LIBRARIAN	98	$14.25	$13.33	$10.00 - $18.00	$8.92	$3.85 - $12.97
(100.167-010)	LIBRARIAN, AUDIO VISUAL	6	$6.67	$6.72	$5.92 - $7.40	NA	NA NA
(249.367-046)	LIBRARY ASSISTANT	148	$6.19	$6.10	$5.25 - $7.15	$5.29	$3.80 - $7.65
(379.667-014)	LIFEGUARD	18	$4.33	$4.10	$4.10 - $4.45	NA	NA NA
(313.381-033)	LUNCHROOM AIDE	162	$5.46	$5.32	$4.52 - $6.44	$4.91	$3.50 - $7.65
(209.587-026)	MAIL CLERK	5	$7.28	$7.59	$5.24 - $9.15	$6.68	$4.89 - $9.24

STATEWIDE WAGE RATES FOR PUBLIC EDUCATION (K-12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(620.281-046)	MAINTENANCE MECHANIC	4	$9.68	$9.60	$7.96 - $11.45	NA	NA NA
(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	14	$11.67	$11.54	$8.95 - $13.08	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	125	$8.87	$9.19	$7.04 - $10.29	$7.23	$4.00 - $12.78
(187.117-042)	MANAGER, RECREATION ESTABLISHMENT	5	$6.39	$6.30	$6.05 - $6.77	NA	NA NA
(620.261-010)	● MECHANIC, AUTOMOBILE	7	$12.91	$11.16	$9.62 - $15.05	$9.58	$8.49 - $12.69
(152.041-010)	MUSICIAN, INSTRUMENTAL	7	$5.92	$5.60	$4.50 - $5.80	$6.65	$4.50 - $10.00
(075.124-010)	NURSE, SCHOOL	50	$10.59	$10.48	$8.29 - $12.72	$8.28	$5.00 - $12.00
(170.170-000)	ONE-PERSON OFFICE WORKER	21	$8.72	$10.15	$7.17 - $10.15	$5.08	$3.17 - $8.12
(215.482-010)	PAYROLL CLERK	4	$8.72	$8.45	$7.00 - $10.70	$7.33	$6.59 - $8.40
(215.137-014)	PAYROLL CLERK, CHIEF	6	$10.12	$9.79	$9.30 - $10.69	NA	NA NA
(099.117-018)	PRINCIPAL	13	$19.59	$19.38	$16.82 - $23.85	$14.29	$8.32 - $22.50
(249.367-066)	PROCUREMENT CLERK	4	$8.72	$8.34	$8.09 - $9.71	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	11	$9.72	$9.30	$8.18 - $10.12	NA	NA NA
(237.367-038)	RECEPTIONIST	9	$6.42	$6.09	$5.63 - $7.44	$5.50	$4.50 - $6.70
(201.362-030)	SECRETARY	556	$7.49	$7.50	$6.21 - $8.41	$5.50	$3.80 - $8.89
(372.667-034)	● SECURITY GUARD	6	$5.94	$6.17	$5.43 - $6.55	$5.91	$5.25 - $6.49
(202.362-014)	STENOGRAPHER	5	$10.19	$10.45	$9.81 - $10.45	NA	NA NA
(813.133-010)	SUPERVISOR, ROADS	4	$11.50	$10.36	$10.11 - $14.01	NA	NA NA
(099.327-010)	TEACHER AIDE	934	$6.20	$6.00	$5.18 - $7.00	$5.15	$3.75 - $7.65
(249.367-074)	TEACHER AIDE II	174	$6.29	$6.18	$5.97 - $6.81	$5.55	$3.85 - $7.65
(249.367-073)	TEACHER AIDE, SPECIAL EDUCATION	87	$6.29	$6.30	$6.00 - $6.30	$5.21	$4.50 - $6.00
(092.227-010)	TEACHER, ELEMENTARY SCHOOL	6	$6.97	$7.09	$5.55 - $8.27	NA	NA NA
(152.021-010)	TEACHER, MUSIC	4	$9.62	$8.25	$5.75 - $14.86	NA	NA NA
(092.227-018)	TEACHER, PRESCHOOL	5	$6.94	$5.90	$3.13 - $11.26	NA	NA NA
(091.000-000)	TEACHER, SUBSTITUTE	160	$6.30	$6.00	$5.05 - $7.50	$6.10	$5.00 - $7.50
(235.662-022)	TELEPHONE OPERATOR	6	$6.66	$6.63	$5.85 - $7.43	$6.17	$5.64 - $6.70
(211.467-030)	TICKET SELLER	4	$5.44	$5.42	$4.96 - $5.93	$4.37	$4.25 - $4.50
(344.667-010)	TICKET TAKER	22	$4.20	$4.00	$4.00 - $4.50	NA	NA NA
(906.683-022)	● TRUCK DRIVER, LIGHT	6	$6.32	$6.10	$5.20 - $7.21	NA	NA NA
(099.227-034)	TUTOR	134	$8.49	$8.37	$6.84 - $9.50	$7.88	$5.00 - $15.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Public Education Wage Data" information on pages 4 and 5.

REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 1

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(219.362–014)	ATTENDANCE CLERK	6	$7.20	$7.27	$6.48 – $8.03	$6.17	$5.70 – $6.75
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	16	$7.92	$8.03	$6.31 – $9.14	$6.62	$5.00 – $9.00
(352.577–010)	BUS ATTENDANT	6	$4.91	$5.16	$3.50 – $6.00	$5.19	$4.50 – $6.15
(913.463–010)	BUS DRIVER	59	$9.18	$8.86	$7.81 – $10.30	$8.13	$5.32 – $13.31
(188.117–010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	8	$15.41	$14.59	$10.04 – $21.27	NA	NA NA
(359.667–010)	CHAPERONE	23	$6.41	$5.95	$5.60 – $7.65	$5.79	$4.50 – $7.65
(203.362–010)	CLERK–TYPIST	10	$7.15	$7.00	$6.28 – $8.04	$6.67	$6.06 – $7.65
(209.562–010)	CLERK, GENERAL	46	$8.51	$8.30	$6.92 – $10.12	$6.06	$4.00 – $10.80
(317.687–010)	COOK HELPER	9	$5.88	$5.97	$4.81 – $6.79	NA	NA NA
(315.361–010)	COOK, MESS	49	$6.94	$7.10	$6.27 – $7.39	$5.50	$4.00 – $7.65
(382.664–010)	● JANITOR	143	$7.87	$7.96	$6.91 – $8.60	$6.10	$3.80 – $8.97
(318.687–010)	KITCHEN HELPER	58	$6.31	$6.60	$5.76 – $6.91	$4.97	$3.80 – $7.65
(100.127–014)	LIBRARIAN	22	$10.66	$8.25	$8.25 – $14.60	$8.31	$5.00 – $11.46
(249.367–046)	LIBRARY ASSISTANT	35	$7.11	$7.03	$5.90 – $8.21	$5.94	$4.89 – $7.65
(313.381–033)	LUNCHROOM AIDE	28	$6.37	$6.60	$5.32 – $7.05	$5.91	$4.50 – $7.65
(638.131–022)	MAINTENANCE MECHANIC SUPERVISOR	6	$10.24	$9.60	$8.59 – $12.15	NA	NA NA
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	25	$7.97	$8.11	$6.12 – $10.06	$7.49	$4.00 – $10.80
(075.124–010)	NURSE, SCHOOL	11	$10.73	$10.55	$8.05 – $14.53	$9.09	$7.30 – $11.80
(201.362–030)	SECRETARY	76	$7.86	$7.64	$7.10 – $8.65	$5.85	$4.00 – $8.25
(099.327–010)	TEACHER AIDE	200	$6.61	$6.31	$5.88 – $7.28	$5.39	$4.00 – $7.65
(249.367–074)	TEACHER AIDE II	30	$6.92	$6.90	$6.90 – $7.08	$6.02	$5.00 – $7.65
(249.367–073)	TEACHER AIDE, SPECIAL EDUCATION	15	$6.19	$6.00	$5.90 – $6.55	$5.08	$4.50 – $5.50
(092.227–010)	TEACHER, ELEMENTARY SCHOOL	6	$6.97	$7.09	$5.55 – $8.27	NA	NA NA
(091.000–000)	TEACHER, SUBSTITUTE	19	$5.72	$5.72	$5.72 – $5.72	NA	NA NA
(099.227–034)	TUTOR	27	$9.62	$9.27	$8.38 – $10.61	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Public Education Wage Data" information on pages 4 and 5.

REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 2

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(913.463–010)	BUS DRIVER	26	$9.28	$8.46	$8.88 – $9.48	NA	NA – A
(186.117–010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	4	$19.56	$20.82	$11.06 – $26.80	NA	NA – A
(359.667–010)	CHAPERONE	122	$5.10	$4.95	$4.61 – $5.13	$4.87	$4.35 – .50
(203.362–010)	CLERK–TYPIST	8	$6.32	$5.95	$5.54 – $7.16	NA	NA – A
(209.562–010)	CLERK, GENERAL	22	$8.81	$8.62	$7.02 – $11.40	$6.44	$4.50 – 0.26
(315.361–010)	COOK, MESS	48	$6.80	$6.65	$5.76 – $7.53	$5.54	$4.60 – .00
(824.261–010)	● ELECTRICIAN	7	$15.38	$15.98	$15.03 – $15.98	NA	NA – A
(206.362–010)	FILE CLERK	4	$7.90	$8.33	$7.02 – $8.33	NA	NA – A
(406.684–014)	GROUNDSKEEPER, INDUSTRIAL–COMMERCIAL	4	$8.04	$9.05	$6.01 – $9.05	NA	NA – A
(382.664–010)	● JANITOR	123	$8.26	$8.58	$7.23 – $9.05	$6.03	$4.85 – .05
(318.687–010)	KITCHEN HELPER	37	$5.14	$4.75	$4.48 – $5.35	$4.55	$4.23 – .50
(100.127–014)	LIBRARIAN	10	$14.38	$15.24	$11.94 – $16.46	$9.77	$9.55 – 0.07
(100.167–010)	LIBRARIAN, AUDIO VISUAL	6	$6.67	$6.72	$5.92 – $7.40	NA	NA – A
(249.367–046)	LIBRARY ASSISTANT	20	$5.69	$5.66	$4.50 – $7.03	$4.73	$3.95 – .66
(313.381–033)	LUNCHROOM AIDE	12	$4.37	$4.21	$4.00 – $4.86	$3.98	$3.85 – .08
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	12	$9.45	$9.06	$7.61 – $10.04	$7.00	$5.00 – .50
(075.124–010)	NURSE, SCHOOL	10	$10.00	$8.97	$8.17 – $12.72	NA	NA – A
(215.137–014)	PAYROLL CLERK, CHIEF	6	$10.12	$9.79	$9.30 – $10.69	NA	NA – A
(099.117–018)	PRINCIPAL	5	$22.15	$23.85	$19.55 – $23.89	NA	NA – A
(187.117–046)	PROGRAM DIRECTOR, GROUP WORK	6	$9.97	$9.09	$8.17 – $11.23	NA	NA – A
(237.367–038)	RECEPTIONIST	4	$5.87	$5.69	$5.13 – $6.79	NA	NA – A
(201.362–030)	SECRETARY	71	$8.05	$7.80	$6.61 – $10.06	$5.49	$4.40 – .60
(099.327–010)	TEACHER AIDE	155	$5.91	$5.50	$5.13 – $7.11	$5.23	$4.20 – .00
(249.367–074)	TEACHER AIDE II	15	$5.18	$4.53	$4.50 – $5.90	$4.41	$3.85 – .88
(091.000–000)	TEACHER, SUBSTITUTE	15	$5.05	$5.05	$5.05 – $5.05	NA	NA
(344.667–010)	TICKET TAKER	17	$4.24	$4.00	$4.00 – $4.50	NA	NA
(906.683–022)	● TRUCK DRIVER, LIGHT	6	$6.32	$6.10	$5.20 – $7.21	NA	NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Public Education Wage Data" information on pages 4 and 5.

REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 3

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(160.167–010)	ACCOUNTANT	6	$10.45	$10.45	$10.45 – $10.45	NA	NA – A
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	10	$9.23	$10.45	$7.07 – $10.45	$8.98	$5.00 – .89
(352.577–010)	BUS ATTENDANT	8	$6.19	$6.19	$6.19 – $6.19	NA	NA – A
(913.463–010)	BUS DRIVER	54	$8.31	$7.95	$7.95 – $8.25	$7.43	$5.89 – .25
(359.667–010)	CHAPERONE	14	$5.34	$5.35	$5.35 – $5.35	NA	NA – A
(203.362–010)	CLERK–TYPIST	4	$6.11	$6.17	$4.69 – $7.46	NA	NA – A
(209.562–010)	CLERK, GENERAL	20	$8.77	$8.06	$6.74 – $11.19	$8.09	$3.46 – 5.38
(315.361–010)	COOK, MESS	27	$6.78	$6.90	$6.20 – $6.91	$5.28	$3.80 – .90
(406.684–014)	● GROUNDSKEEPER, INDUSTRIAL–COMMERCIAL	6	$6.15	$5.62	$5.07 – $7.58	NA	NA – A
(382.664–010)	● JANITOR	110	$7.74	$8.13	$7.80 – $8.13	$5.55	$3.80 – .13
(318.687–010)	KITCHEN HELPER	26	$5.64	$5.90	$5.90 – $5.90	$5.23	$4.00 – .00
(100.127–014)	LIBRARIAN	5	$15.77	$14.56	$10.72 – $21.42	NA	NA – A
(249.367–048)	LIBRARY ASSISTANT	13	$6.50	$6.19	$6.19 – $7.17	NA	NA – A
(313.381–033)	LUNCHROOM AIDE	51	$5.34	$5.59	$4.85 – $6.04	NA	NA – A
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	11	$10.28	$9.64	$9.64 – $12.78	$9.34	$7.00 – 2.78
(075.124–010)	NURSE, SCHOOL	8	$10.14	$8.49	$7.28 – $15.41	$8.40	$5.00 – .21
(170.170–000)	ONE–PERSON OFFICE WORKER	13	$9.97	$10.15	$10.15 – $10.15	NA	NA – A
(201.362–030)	SECRETARY	28	$8.75	$8.49	$7.65 – $10.45	$8.08	$5.00 – .89
(099.327–010)	TEACHER AIDE	37	$5.78	$6.00	$5.00 – $6.49	$4.61	$3.80 – .00
(249.367–074)	TEACHER AIDE II	33	$6.39	$6.19	$6.19 – $6.19	NA	NA – A
(091.000–000)	TEACHER, SUBSTITUTE	4	$7.00	$7.00	$6.12 – $7.87	NA	NA – A
(099.227–034)	TUTOR	23	$8.15	$8.37	$6.19 – $8.75	$8.13	$5.89 – 0.50

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K - 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 4

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(219.362–014)	ATTENDANCE CLERK	6	$6.64	$6.97	$5.58 - $7.26	NA	NA A
(950.382–010)	BOILER OPERATOR	53	$9.75	$9.71	$9.50 - $9.93	NA	NA A
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	7	$9.03	$7.88	$7.61 - $11.30	NA	NA A
(352.577–010)	BUS ATTENDANT	15	$4.17	$4.17	$4.17 - $4.17	NA	NA A
(913.463–010)	BUS DRIVER	64	$9.54	$9.19	$8.39 - $10.14	$8.17	$6.00 - .10
(186.117–010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	7	$11.12	$11.30	$10.00 - $12.50	$8.90	$6.00 - .50
(211.462–010)	CASHIER, OFFICE	22	$4.59	$4.42	$4.42 - $4.94	NA	NA A
(359.667–010)	CHAPERONE	104	$4.10	$4.00	$4.00 - $4.00	$4.17	$3.85 - .50
(203.362–010)	CLERK–TYPIST	24	$6.07	$5.79	$5.58 - $6.33	NA	NA A
(209.562–010)	CLERK, GENERAL	40	$8.71	$8.07	$6.74 - $10.06	$7.23	$5.00 - 0.00
(317.687–010)	COOK HELPER	5	$6.41	$6.51	$5.58 - $7.18	NA	NA A
(315.361–010)	COOK, MESS	59	$7.17	$7.09	$5.86 - $7.77	$5.81	$4.00 - .00
(230.667–010)	DELIVERER, OUTSIDE	5	$11.76	$11.80	$11.69 - $11.80	NA	NA A
(099.167–018)	DIRECTOR, INSTRUCTIONAL MATERIAL	4	$4.11	$4.11	$4.11 - $4.11	NA	NA A
(406.684–014)	● GROUNDSKEEPER, INDUSTRIAL–COMMERCIAL	11	$10.08	$10.03	$10.03 - $10.03	NA	NA A
(382.664–010)	● JANITOR	139	$8.24	$9.28	$6.81 - $9.28	$6.06	$3.80 - .82
(318.687–010)	KITCHEN HELPER	81	$5.08	$4.50	$4.50 - $5.14	$4.84	$4.00 - .55
(100.127–014)	LIBRARIAN	25	$19.52	$21.41	$21.41 - $21.41	NA	NA A
(249.367–046)	LIBRARY ASSISTANT	31	$5.24	$4.05	$4.05 - $5.75	$5.39	$4.15 - .00
(313.381–033)	LUNCHROOM AIDE	13	$5.81	$6.72	$4.61 - $6.72	NA	NA A
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	11	$10.04	$10.35	$8.45 - $11.80	$8.02	$5.55 - 0.00
(201.362–030)	SECRETARY	96	$6.98	$6.86	$6.11 - $7.61	$5.10	$4.15 - .50
(099.327–010)	TEACHER AIDE	63	$6.04	$5.82	$4.75 - $7.00	$5.01	$3.80 - .50
(249.367–074)	TEACHER AIDE II	13	$6.02	$6.15	$5.36 - $6.78	NA	NA A
(249.367–073)	TEACHER AIDE, SPECIAL EDUCATION	54	$6.28	$6.30	$6.30 - $6.30	NA	NA A
(091.000–000)	TEACHER, SUBSTITUTE	7	$3.97	$3.80	$3.80 - $3.80	NA	NA A
(099.227–034)	TUTOR	35	$7.61	$6.94	$6.54 - $8.98	$6.26	$5.00 - .50

REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 5

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	10	$9.38	$9.86	$7.80 – $10.18	NA	NA – A
(913.463–010)	BUS DRIVER	25	$5.78	$5.36	$4.40 – $6.38	NA	NA – A
(359.667–010)	CHAPERONE	25	$5.71	$4.91	$4.45 – $6.90	$4.43	$4.15 – .60
(209.562–010)	CLERK, GENERAL	16	$7.83	$7.64	$5.12 – $10.41	$6.27	$3.75 – .50
(315.361–010)	COOK, MESS	9	$7.23	$7.35	$5.45 – $8.73	$5.04	$4.15 – .50
(382.664–010)	● JANITOR	106	$9.05	$9.87	$8.06 – $10.12	$6.62	$3.80 – .53
(318.687–010)	KITCHEN HELPER	15	$5.02	$4.63	$4.45 – $5.54	$4.37	$4.15 – 4.5
(249.367–046)	LIBRARY ASSISTANT	4	$6.79	$7.15	$6.04 – $7.16	NA	NA – A
(313.381–033)	LUNCHROOM AIDE	4	$5.01	$4.60	$4.60 – $5.83	NA	NA – A
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	10	$9.94	$10.12	$9.21 – $10.63	NA	NA – A
(075.124–010)	NURSE, SCHOOL	6	$9.60	$11.02	$8.60 – $11.58	$7.54	$5.13 – 0.40
(201.362–030)	SECRETARY	50	$8.82	$9.26	$8.29 – $9.26	$6.07	$5.00 – .14
(099.327–010)	TEACHER AIDE	151	$5.82	$5.33	$4.71 – $6.56	$5.64	$4.50 – .00
(249.367–074)	TEACHER AIDE II	6	$6.93	$7.00	$6.56 – $7.38	NA	NA – A
(099.227–034)	TUTOR	6	$9.40	$9.40	$9.40 – $9.40	NA	NA – A

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 6

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	3	$8.86	$9.00	$8.45 – $9.12	NA	NA – A
(913.463–010)	BUS DRIVER	29	$8.12	$8.40	$7.40 – $9.22	$5.88	$3.13 – .99
(359.667–010)	CHAPERONE	20	$5.26	$5.53	$4.73 – $5.73	$4.45	$3.80 – .00
(209.562–010)	CLERK, GENERAL	24	$7.37	$7.50	$5.19 – $9.51	$6.53	$3.57 – 0.00
(317.687–010)	COOK HELPER	5	$4.45	$4.30	$4.27 – $4.70	NA	NA – A
(315.361–010)	COOK, MESS	14	$6.29	$6.30	$5.45 – $7.09	$5.30	$3.80 – .56
(382.664–010)	● JANITOR	39	$7.78	$8.04	$6.61 – $9.00	$6.05	$4.25 – .90
(318.687–010)	KITCHEN HELPER	12	$5.17	$5.21	$5.02 – $5.43	$4.55	$4.28 – .00
(100.127–014)	LIBRARIAN	5	$14.92	$12.80	$11.33 – $19.57	NA	NA – A
(249.367–046)	LIBRARY ASSISTANT	5	$5.47	$5.73	$4.87 – $5.94	NA	NA – A
(313.381–033)	LUNCHROOM AIDE	12	$5.11	$5.53	$4.27 – $5.63	$4.34	$4.26 – .45
(201.362–030)	SECRETARY	23	$7.05	$7.19	$6.00 – $7.77	$5.33	$4.25 – .00
(099.327–010)	TEACHER AIDE	32	$5.54	$5.30	$5.00 – $6.21	$4.95	$3.85 – .97
(091.000–000)	TEACHER, SUBSTITUTE	8	$8.08	$5.75	$5.00 – $7.50	$6.33	$5.50 – .50

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 7

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	7	$8.22	$7.50	$7.50 – $7.50	NA	NA A
(913.463–010)	BUS DRIVER	57	$8.44	$8.55	$6.85 – $9.60	$7.60	$5.00 – .15
(186.117–010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	4	$10.47	$8.32	$8.75 – $16.34	NA	NA A
(359.667–010)	CHAPERONE	13	$5.78	$6.02	$4.70 – $6.46	NA	NA A
(209.562–010)	CLERK, GENERAL	17	$7.69	$7.50	$6.91 – $9.08	$6.05	$4.15 – .00
(315.361–010)	COOK, MESS	22	$6.60	$6.54	$5.41 – $7.83	$5.48	$4.00 – .10
(321.137–010)	HOUSEKEEPER	4	$4.76	$4.65	$4.60 – $5.01	NA	NA A
(099.223–010)	INSTRUCTOR, DRIVING	4	$10.50	$10.50	$10.00 – $11.00	NA	NA A
(382.664–010)	● JANITOR	38	$7.34	$7.24	$6.04 – $8.31	$5.81	$4.98 – .00
(318.687–010)	KITCHEN HELPER	32	$5.76	$6.28	$5.06 – $6.54	$4.76	$3.80 – .97
(249.367–046)	LIBRARY ASSISTANT	7	$5.80	$5.73	$5.26 – $6.14	NA	NA A
(313.361–033)	LUNCHROOM AIDE	6	$5.39	$5.56	$4.60 – $6.02	NA	NA A
(899.361–010)	MAINTENANCE REPAIRER, BUILDING	5	$9.82	$10.24	$8.45 – $11.22	$7.90	$5.50 – 0.08
(152.041–010)	MUSICIAN, INSTRUMENTAL	4	$5.61	$5.60	$5.48 – $5.75	NA	NA A
(201.362–030)	SECRETARY	18	$6.51	$6.78	$5.57 – $7.28	$4.98	$4.15 – .12
(099.327–010)	TEACHER AIDE	31	$5.78	$5.65	$5.28 – $6.18	$5.88	$4.94 – .20
(249.367–074)	TEACHER AIDE II	19	$5.53	$5.45	$5.45 – $5.60	NA	NA A
(249.367–073)	TEACHER AIDE, SPECIAL EDUCATION	4	$5.67	$5.59	$5.06 – $6.36	NA	NA A
(091.000–000)	TEACHER, SUBSTITUTE	12	$5.08	$5.00	$5.00 – $5.00	NA	NA A
(099.227–034)	TUTOR	5	$8.32	$7.40	$7.40 – $9.70	NA	NA A

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 8

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(219.362–014)	ATTENDANCE CLERK	11	$7.01	$6.70	$6.70 – $7.09	NA	NA A
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	20	$8.55	$8.18	$7.49 – $9.40	$6.95	$5.00 – .35
(352.577–010)	BUS ATTENDANT	7	$9.51	$10.05	$8.00 – $11.54	$8.42	$5.00 – 2.32
(913.463–010)	BUS DRIVER	97	$8.49	$8.00	$5.80 – $10.00	$6.55	$3.00 – .00
(186.117–010)	BUSINESS MANAGER, COLLEGE OR UNIVERSITY	5	$15.69	$17.10	$11.71 – $18.95	NA	NA A
(359.667–010)	CHAPERONE	124	$5.34	$5.27	$5.27 – $5.27	$5.57	$4.00 – 0.00
(209.562–010)	CLERK, GENERAL	39	$8.94	$8.45	$6.92 – $9.99	$6.78	$4.37 – 0.00
(315.361–010)	COOK, MESS	50	$7.66	$7.10	$6.46 – $8.36	$5.92	$4.37 – .75
(406.684–014)	● GROUNDSKEEPER, INDUSTRIAL–COMMERCIAL	10	$9.20	$9.43	$8.95 – $9.72	NA	NA A
(321.137–010)	HOUSEKEEPER	4	$6.00	$6.00	$6.00 – $6.00	NA	NA A
(099.223–010)	INSTRUCTOR, DRIVING	5	$11.62	$12.00	$10.00 – $13.05	NA	NA A
(382.664–010)	● JANITOR	199	$7.95	$7.74	$6.77 – $9.26	$5.63	$4.00 – .00
(318.687–010)	KITCHEN HELPER	143	$5.18	$4.98	$4.98 – $5.00	$4.81	$3.80 – .36
(100.127–014)	LIBRARIAN	15	$13.43	$13.60	$11.47 – $14.57	$8.29	$7.21 – .81
(249.367–046)	LIBRARY ASSISTANT	21	$6.34	$6.10	$5.84 – $6.10	$5.86	$5.00 – .64
(379.667–014)	LIFEGUARD	18	$4.33	$4.10	$4.10 – $4.45	NA	NA A
(313.381–033)	LUNCHROOM AIDE	22	$5.47	$4.85	$4.50 – $6.63	$4.45	$3.50 – .25
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	25	$9.39	$9.19	$8.02 – $10.46	$6.68	$4.65 – 2.69
(075.124–010)	NURSE, SCHOOL	9	$11.37	$11.55	$10.38 – $13.08	$8.78	$6.79 – 1.55
(201.362–030)	SECRETARY	143	$6.92	$6.50	$5.95 – $7.86	$5.29	$3.80 – .79
(099.327–010)	TEACHER AIDE	154	$6.86	$6.74	$5.50 – $7.59	$5.09	$4.00 – .64
(249.367–074)	TEACHER AIDE II	44	$6.35	$6.18	$6.18 – $6.18	$5.89	$5.00 – .36
(249.367–073)	TEACHER AIDE, SPECIAL EDUCATION	5	$7.91	$8.64	$6.82 – $8.64	NA	NA A
(091.000–000)	TEACHER, SUBSTITUTE	86	$7.12	$7.50	$7.50 – $7.50	$6.13	$5.00 – .50
(099.227–034)	TUTOR	9	$9.28	$8.64	$6.70 – $12.67	NA	NA A

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 9

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	8	$9.30	$8.72	$7.54 – $10.62	$6.56	$5.00 – $7.50
(913.463–010)	BUS DRIVER	37	$8.89	$8.57	$7.63 – $10.60	$5.67	$5.00 – $7.27
(359.667–010)	CHAPERONE	9	$6.02	$6.30	$5.62 – $6.30	$4.93	$4.50 – $5.30
(203.362–010)	CLERK–TYPIST	6	$6.90	$6.90	$5.87 – $8.02	NA	NA
(209.562–010)	CLERK, GENERAL	29	$8.60	$8.36	$7.27 – $9.74	$6.48	$5.00 – $8.77
(291.457–020)	CONCESSIONS VENDOR	17	$3.85	$3.85	$3.85 – $3.85	NA	NA
(317.687–010)	COOK HELPER	4	$5.47	$5.53	$4.12 – $6.73	NA	NA
(315.361–010)	COOK, MESS	57	$7.70	$7.00	$6.05 – $8.35	$5.66	$4.25 – $8.81
(382.664–010)	● JANITOR	94	$7.75	$7.65	$6.21 – $9.40	$5.82	$3.80 – $8.72
(318.687–010)	KITCHEN HELPER	28	$5.52	$5.20	$4.35 – $6.42	$4.90	$3.80 – $6.65
(100.127–014)	LIBRARIAN	4	$9.68	$9.55	$8.12 – $11.95	NA	NA
(249.367–046)	LIBRARY ASSISTANT	8	$6.52	$6.89	$5.02 – $7.49	$4.81	$3.80 – $6.48
(313.381–033)	LUNCHROOM AIDE	6	$6.02	$5.96	$4.62 – $7.50	NA	NA
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	8	$9.19	$9.74	$6.95 – $10.82	NA	NA
(201.362–030)	SECRETARY	33	$7.46	$7.47	$6.46 – $8.32	$5.90	$4.25 – $7.22
(099.327–010)	TEACHER AIDE	74	$6.14	$6.00	$5.07 – $6.75	$5.28	$3.75 – $6.50
(099.227–034)	TUTOR	18	$8.94	$8.20	$7.07 – $10.62	$6.68	$5.23 – $8.00

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REGIONAL WAGE RATES FOR PUBLIC EDUCATION (K – 12) BY OCCUPATION
(Data Presented in Hourly Wage Rates)

REGION 10

D.O.T. Code	Occupation	Number of Employees	Weighted Average	Median	Middle Range	Entry Level Avg. Wage	Entry Level Wage Range
(210.382–014)	BOOKKEEPER, FULL–CHARGE; GENERAL	5	$6.78	$7.69	$5.21 – $7.93	$5.70	$4.40 – $7.69
(913.463–010)	BUS DRIVER	16	$8.88	$8.81	$7.75 – $9.70	NA	NA NA
(359.667–010)	CHAPERONE	15	$6.15	$4.85	$4.25 – $7.82	NA	NA NA
(209.562–010)	CLERK, GENERAL	17	$9.61	$9.23	$5.59 – $12.02	$6.82	$3.46 – $11.54
(315.361–010)	COOK, MESS	11	$7.27	$7.71	$6.58 – $8.36	$5.43	$4.80 – $8.50
(153.227–018)	INSTRUCTOR, SPORTS	6	$4.25	$4.22	$4.15 – $4.33	NA	NA NA
(382.664–010)	● JANITOR	47	$7.13	$7.07	$5.75 – $8.25	$5.01	$3.48 – $8.65
(318.687–010)	KITCHEN HELPER	11	$5.18	$5.00	$3.80 – $6.37	$4.33	$3.80 – $5.00
(100.127–014)	LIBRARIAN	8	$12.30	$13.11	$10.39 – $14.78	NA	NA NA
(249.367–046)	LIBRARY ASSISTANT	4	$6.39	$6.31	$6.02 – $6.82	$5.15	$4.94 – $5.50
(313.381–033)	LUNCHROOM AIDE	8	$4.33	$4.24	$4.24 – $4.50	NA	NA NA
(899.381–010)	MAINTENANCE REPAIRER, BUILDING	15	$5.78	$4.54	$4.24 – $7.09	$4.93	$4.00 – $5.78
(201.362–030)	SECRETARY	17	$6.96	$6.98	$5.90 – $7.87	$5.08	$4.84 – $5.50
(099.327–010)	TEACHER AIDE	37	$5.68	$5.68	$4.25 – $7.00	$4.30	$3.80 – $5.36
(249.367–074)	TEACHER AIDE II	12	$6.80	$6.50	$5.56 – $8.01	$5.50	$5.00 – $6.50
(249.367–073)	TEACHER AIDE, SPECIAL EDUCATION	4	$6.50	$5.85	$5.56 – $8.08	NA	NA NA
(091.000–000)	TEACHER, SUBSTITUTE	9	$5.00	$5.00	$5.00 – $5.00	NA	NA NA
(099.227–034)	TUTOR	7	$6.48	$6.00	$5.00 – $7.42	NA	NA NA

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STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
096.127–022	4–H EFNEP Agent	4	$23,554.75	$22,935.12	$22,000.00	$25,666.00
160.167–010	ACCOUNTANT I	10	$24,637.23	$22,935.12	$20,881.08	$28,826.76
216.482–010	ACCOUNTANT SPECIALIST I	6	$19,008.63	$19,019.54	$17,925.48	$19,941.00
216.482–010	ACCOUNTANT SPECIALIST II	4	$20,775.69	$20,463.03	$19,233.72	$22,943.00
216.482–010	ACCOUNTANT SPECIALIST III	6	$20,174.97	$20,668.92	$16,183.00	$22,288.00
216.482–010	ACCOUNTING CLERK II	12	$12,825.19	$13,784.16	$7,033.52	$15,556.32
216.482–010	ACCOUNTING CLERK III	29	$14,848.90	$14,674.44	$12,400.00	$17,944.20
216.482–010	ACCOUNTING TECHNICIAN I	15	$16,295.14	$15,745.00	$13,987.00	$18,590.00
216.482–010	ACCOUNTING TECHNICIAN II	15	$18,111.88	$17,224.00	$16,183.00	$22,017.00
096.127–010	ACTING CHAIRMAN & COUNTY AGENT	10	$28,459.90	$26,361.00	$23,538.00	$40,646.00
150.047–010	ACTOR	7	$19,686.10	$17,965.72	$14,726.00	$26,883.96
090.227–010	ADJUNCT ASSISTANT PROFESSOR	72	$31,933.00	$31,829.19	$16,200.00	$48,985.14
090.227–011	ADJUNCT INSTRUCTOR	69	$21,665.69	$21,632.00	$12,500.00	$42,292.52
090.227–010	ADJUNCT PROFESSOR	16	$38,424.65	$38,600.00	$16,667.00	$61,490.44
169.167–010	ADMIN OFFICER I	7	$22,925.97	$22,750.00	$20,528.00	$25,353.12
169.167–010	ADMIN OFFICER II	7	$24,801.34	$23,400.00	$22,470.24	$28,826.76
169.167–014	ADMINISTRATIVE AIDE I	40	$13,933.94	$13,784.16	$12,242.00	$16,197.00
169.167–014	ADMINISTRATIVE AIDE II	39	$15,342.02	$14,674.44	$10,565.56	$17,944.20
205.367–010	ADMINISTRATIVE ASSISTANT	43	$16,451.40	$15,662.40	$12,319.32	$22,389.00
205.367–010	ADMINISTRATIVE ASSISTANT II	24	$17,408.60	$17,394.34	$12,802.40	$20,465.16
205.367–010	ADMINISTRATIVE ASSISTANT III	17	$19,002.79	$18,794.88	$15,102.00	$21,349.00
205.367–010	ADMINISTRATIVE ASSISTANT IV	12	$22,175.87	$22,257.50	$20,488.00	$23,516.52
219.362–010	ADMINISTRATIVE CLERK I	24	$12,473.71	$12,532.00	$6,480.24	$16,500.60
219.362–010	ADMINISTRATIVE CLERK II	41	$13,437.87	$13,784.16	$6,892.08	$17,385.00
219.362–010	ADMINISTRATIVE CLERK III	40	$14,801.73	$14,674.44	$8,235.00	$19,063.00
189.117–014	AG RESEARCH SPECIALIST I	8	$21,119.00	$21,352.50	$19,461.00	$22,943.00

STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
189.117–014	AG RESEARCH TECHNICIAN I	12	$17,787.58	$17,776.00	$14,993.00	$19,908.00
410.674–010	ANIMAL TENDER I	4	$12,213.35	$12,215.96	$11,461.00	$12,960.48
153.227–019	ASSISTANT MENS BASKETBALL COACH	5	$27,271.60	$30,000.00	$16,158.00	$33,000.00
	ASSISTANT DIRECTOR	14	$33,111.27	$28,885.84	$23,000.00	$57,750.00
153.227–019	ASSISTANT FOOTBALL COACH	10	$24,342.60	$24,960.00	$18,000.00	$30,160.00
090.227–010	ASSISTANT PROFESSOR	201	$34,538.28	$33,787.66	$8,580.26	$53,558.00
090.117–010	ASSOCIATE DEAN	5	$48,549.00	$52,086.00	$38,012.00	$58,998.00
090.227–010	ASSOCIATE DEAN/PROFESSOR	5	$44,765.20	$44,807.00	$35,444.00	$54,075.00
090.227–010	ASSOCIATE DIRECTOR	5	$37,416.80	$29,120.00	$24,000.00	$59,844.00
090.227–010	ASSOCIATE PROFESSOR	233	$39,572.65	$38,830.58	$28,498.00	$69,137.40
090.227–010	ASSOCIATE PROFESSOR/CHAIR	7	$37,980.60	$36,470.70	$28,498.00	$47,987.50
090.227–010	ASSOCIATE PROFESSOR/DIRECTOR	5	$32,986.20	$33,277.00	$28,498.00	$37,608.00
313.381–010	BAKER II	7	$16,746.07	$16,305.12	$14,102.00	$19,864.00
860.281–010	● CARPENTER MAINTENANCE	19	$24,798.99	$24,689.00	$24,359.00	$26,104.00
211.362–010	CASHIER II	8	$14,248.77	$13,227.00	$12,664.00	$17,492.00
096.127–010	CHAIRMAN & COUNTY AGENT	33	$28,307.94	$27,501.00	$22,000.00	$35,343.00
249.367–048	CLERK, LIBRARY I	14	$11,904.58	$12,215.88	$10,783.00	$12,721.32
249.367–046	CLERK, LIBRARY II	22	$13,570.73	$13,645.08	$6,892.08	$18,301.00
249.367–046	CLERK, LIBRARY III	4	$14,674.43	$14,674.44	$14,674.40	$14,674.44
209.587–028	CLERK, MAIL II	7	$13,075.00	$12,960.48	$11,475.00	$14,171.04
209.587–028	CLERK, MAIL III	4	$15,254.21	$15,171.72	$14,674.44	$15,999.00
209.562–010	CLERK, OFFICE I	5	$11,842.26	$11,336.00	$11,273.00	$13,987.00
209.562–010	CLERK, OFFICE II	18	$11,814.54	$11,648.00	$10,774.00	$14,208.00
222.387–058	CLERK, STOCK II	8	$15,812.19	$14,696.22	$14,674.44	$18,921.76
638.131–022	● COMPUTER MAINT TECH II	5	$19,465.79	$19,233.72	$18,873.00	$21,515.52
213.362–010	COMPUTER OPERATOR II	6	$18,184.16	$17,925.48	$17,365.00	$19,660.00
313.131–018	COOK I	18	$14,333.50	$13,852.70	$12,022.00	$17,548.88

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STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
313.131-018	COOK II	10	$15,526.67	$14,829.38	$14,102.00	$17,944.20
	COORDINATOR	12	$23,413.33	$24,364.50	$10,961.00	$36,504.00
045.107-038	COUNSELOR	5	$26,049.62	$26,898.56	$20,004.00	$29,587.44
096.127-010	COUNTY AGENT	34	$26,681.38	$26,150.00	$22,000.00	$39,445.00
381.137-010	● CUSTODIAL SERVICES SUPERVISOR I	4	$20,605.21	$20,430.78	$19,867.00	$21,692.26
381.137-010	● CUSTODIAL SUPERVISOR I	7	$16,596.10	$16,203.00	$15,413.00	$17,671.68
381.137-010	● CUSTODIAL SUPERVISOR II	4	$17,942.00	$17,425.50	$16,182.00	$20,735.00
381.687-018	CUSTODIAN I	5	$13,482.20	$13,208.00	$11,648.00	$16,244.00
381.687-018	CUSTODIAN II	168	$14,142.10	$13,784.16	$12,230.00	$18,491.00
381.687-018	CUSTODIAN III	10	$15,106.00	$15,277.56	$12,802.40	$16,895.88
213.362-010	DATA BASE TECHNICIAN	5	$18,750.38	$18,659.64	$17,925.48	$19,818.24
203.582-030	DATA ENTRY OPERATOR III	11	$13,672.93	$13,784.16	$6,401.20	$16,471.00
090.117-010	DEAN	11	$60,585.00	$58,850.00	$48,110.00	$70,697.00
090.117-010	DEAN/PROFESSOR	8	$62,997.63	$60,816.50	$47,316.00	$78,645.00
079.371-010	DENTAL ASSISTANT	7	$14,198.76	$14,102.00	$13,062.00	$14,674.44
078.361-010	DENTAL HYGIENIST II	5	$20,764.27	$20,113.00	$20,113.00	$22,395.38
090.167-010	DEPARTMENT HEAD	27	$52,700.78	$52,870.00	$39,161.00	$68,610.00
	DIRECTOR	96	$38,463.76	$37,685.00	$21,000.00	$61,065.00
207.682-014	DUPLICATING MACHINE OPERATOR II	5	$15,432.28	$15,346.00	$14,114.00	$17,028.00
829.281-014	● ELECTRICIAN MAINTENANCE	11	$25,575.25	$25,298.00	$24,960.00	$26,103.96
620.281-046	● EQUIPMENT MECHANIC II	5	$21,498.23	$24,315.00	$15,552.15	$24,648.00
620.281.046	● EQUIPMENT MECHANIC III	4	$19,452.79	$19,189.08	$17,083.08	$24,440.00
	EQUIPMENT/SUPPLY TECHNICIAN II	4	$17,298.59	$17,150.18	$16,183.00	$18,711.00
410.664-010	FARM/RANCH HAND II	12	$14,897.67	$14,699.00	$12,242.00	$16,986.00
410.664-010	FARM/RANCH HAND III	11	$15,523.55	$15,029.00	$14,114.00	$18,113.00
	FIELD AIDE II	4	$11,712.25	$11,652.00	$11,648.00	$11,897.00

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STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
169.267-018	FINANCIAL AID OFFICER III	5	$25,024.60	$25,884.00	$20,955.00	$28,826.76
311.137-010	FOOD SERVICE SUPERVISOR II	5	$19,687.58	$20,113.00	$17,721.00	$20,668.92
311.137-010	FOOD SERVICE SUPERVISOR III	6	$22,606.41	$22,470.24	$21,902.00	$23,400.00
311.677-014	FOOD SERVICE WORKER I	36	$12,549.36	$11,897.00	$10,774.00	$15,621.00
311.677-014	FOOD SERVICE WORKER II	15	$13,592.12	$13,062.00	$10,774.00	$16,500.60
406.684-014	● GROUNDSKEEPER II	7	$15,288.33	$14,674.44	$14,674.44	$18,672.12
406.684-014	● GROUNDSKEEPER TECHNICIAN	5	$17,376.91	$16,182.00	$16,182.00	$21,594.56
020.187-010	INFO SYS SPEC II-APPL	4	$24,364.59	$23,663.10	$22,470.24	$27,661.92
020.187-010	INFO SYS SPEC II-IMPL	10	$22,556.14	$22,470.24	$20,881.08	$24,918.36
020.187-010	INFO SYS SPEC IV-INTERNALS	4	$29,523.00	$28,669.68	$26,617.80	$34,134.84
090.227-013	INSTRUCTOR	11	$26,700.70	$26,253.18	$17,984.02	$32,728.94
199.364-014	LABORATORY AIDE I	8	$14,082.61	$12,799.00	$12,400.00	$18,711.00
199.364-014	LABORATORY AIDE II	8	$13,315.43	$13,069.00	$12,397.00	$14,674.44
	LABORATORY TECHNICIAN I	6	$15,267.57	$15,102.00	$15,101.00	$15,662.40
	LABORATORY TECHNICIAN II	12	$16,904.24	$16,463.48	$15,101.00	$20,735.00
	LABORATORY TECHNICIAN III	4	$18,118.38	$17,729.00	$16,652.52	$20,363.00
090.227-013	LECTURER	49	$23,587.72	$25,000.00	$2,960.94	$42,353.00
100.367-018	LIBRARY TECHNICIAN I	9	$16,734.71	$16,305.12	$15,102.00	$19,366.00
100.367-018	LIBRARY TECHNICIAN II	9	$17,275.87	$16,759.00	$15,745.00	$19,906.00
100.367-018	LIBRARY TECHNICIAN III	11	$19,585.50	$19,423.08	$15,448.49	$22,389.12
382.664-010	● MAINTENANCE ENGINEER	5	$23,958.00	$23,910.00	$23,670.00	$24,390.00
891.137-010	MAINTENANCE SUPERVISOR III	5	$24,643.70	$25,002.00	$20,880.00	$28,826.76
899.381-010	MAINTENANCE WORKER II	4	$15,901.08	$15,980.64	$15,662.40	$15,980.64
899.381-010	MAINTENANCE WORKER III	10	$18,714.53	$18,420.02	$16,182.00	$21,744.32
	MANAGER	10	$25,690.41	$25,858.50	$7,764.08	$38,425.00
	MEDIA PROGRAMMER II	5	$24,797.76	$24,400.44	$22,470.24	$27,661.92
100.167-030	MEDIA SPECIALIST	5	$17,430.22	$17,925.44	$16,092.00	$18,555.68

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Public Education Wage Data" information on pages 4 and 5.

STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
075.124–010	NURSE, PROFESSIONAL I	4	$26,669.94	$28,924.79	$17,305.00	$35,525.18
075.124–010	NURSE, PROFESSIONAL II	26	$25,149.73	$28,530.44	$20,092.00	$26,530.44
169.167–034	OFFICE SUPERVISOR I	5	$16,518.31	$18,425.75	$15,420.00	$17,671.68
840.381–010	● PAINTER MAINTENANCE	11	$23,621.45	$23,649.00	$23,254.00	$23,836.80
209.362–026	PERSONNEL ASSISTANT	5	$18,953.98	$19,705.92	$15,420.00	$21,349.00
070.101–022	PHYSICIAN II	7	$48,280.43	$47,727.00	$45,819.00	$50,735.00
862.381–030	● PLUMBER MAINTENANCE	15	$28,557.99	$26,873.64	$25,854.00	$26,873.64
375.263–014	POLICE PATROL OFFICER II	15	$18,538.62	$17,925.48	$16,183.00	$21,473.88
375.133–010	POLICE SERGEANT	6	$22,406.11	$22,934.38	$19,867.00	$24,065.60
090.227–015	POSTDOCTORAL FELLOW	12	$25,156.67	$22,750.00	$15,500.00	$38,115.00
090.227–015	POSTDOCTORAL SCHOLAR	5	$17,260.00	$20,000.00	$6,300.00	$21,000.00
090.227–010	PROFESSOR	463	$40,208.01	$39,013.00	$8,452.16	$73,054.82
090.227–010	PROFESSOR EMERITUS	27	$18,708.23	$16,249.00	$2,500.00	$63,957.28
090.227–010	PROFESSOR (RETIRED)	26	$30,160.56	$17,946.00	$7,526.00	$75,674.16
090.167–010	PROFESSOR/CHAIR	20	$39,022.80	$38,681.50	$10,093.00	$52,919.00
090.227–010	PROFESSOR/DIRECTOR	8	$41,147.25	$36,865.00	$34,265.00	$58,514.00
187.117–047	PROGRAM AIDE	18	$14,570.50	$14,114.00	$13,069.00	$17,385.00
187.117–047	PROGRAM ASSISTANT	5	$18,535.20	$17,836.00	$17,111.00	$20,000.00
187.117–047	PROGRAM ASSISTANT I	6	$16,245.48	$16,308.24	$14,547.48	$17,671.68
187.117–047	PROGRAM ASSISTANT II	8	$17,386.15	$16,913.52	$15,420.00	$20,465.16
187.117–047	PROGRAM ASSISTANT III	5	$17,736.24	$17,925.48	$17,729.00	$18,422.56
187.117–048	PROGRAM COORDINATOR	12	$21,499.18	$17,535.98	$16,183.00	$36,000.00
187.117–047	PROGRAM OFFICER I	10	$23,288.22	$22,470.24	$20,881.08	$26,530.44
187.117–047	PROGRAM SPECIALIST I	11	$19,952.89	$19,481.00	$19,233.72	$21,692.28
187.117–047	PROGRAM SPECIALIST II	4	$21,134.55	$21,029.96	$20,528.00	$21,950.28
012.167–068	PROGRAMMER/ANALYST III	5	$28,533.60	$29,331.00	$25,887.00	$30,561.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Public Education Wage Data" information on pages 4 and 5.

STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
189.117–030	PROJECT COORDINATOR/ADJUNCT INSTRU	4	$25,461.00	$25,461.00	$25,461.00	$25,461.00
189.117–031	PROJECT ASSISTANT	7	$12,468.57	$12,480.00	$8,840.00	$16,800.00
189.117–030	PROJECT DIRECTOR	4	$33,412.19	$33,901.38	$25,846.00	$40,000.00
045.107–026	PSYCHOLOGIST	4	$31,529.07	$32,057.94	$26,010.40	$35,990.00
237.367–038	RECEPTIONIST I	19	$12,176.39	$12,400.00	$6,612.32	$12,960.48
237.367–038	RECEPTIONIST II	6	$14,236.50	$13,845.50	$11,897.00	$16,301.00
100.127–014	REFERENCE LIBRARIAN	7	$28,123.29	$27,365.00	$22,770.00	$30,853.00
199.364–014	RESEARCH ASSOCIATE	56	$24,441.30	$22,966.00	$3,606.32	$81,300.00
199.364–014	RESEARCH ASSISTANT	58	$18,648.34	$18,000.00	$8,250.00	$34,992.00
199.364–014	RESEARCH AIDE I	5	$13,201.69	$13,225.00	$12,400.00	$14,352.00
199.364–014	RESEARCH AIDE II	4	$14,241.02	$14,330.74	$13,628.16	$14,674.44
199.364–014	RESEARCH AIDE III	5	$15,320.55	$15,662.40	$14,547.48	$16,183.00
199.364–014	RESEARCH ASSISTANT I	5	$16,711.78	$16,743.96	$16,183.00	$17,365.00
199.364–014	RESEARCH ASSISTANT II	5	$17,826.32	$17,925.48	$16,652.52	$19,423.08
090.227–010	RESEARCH ASSISTANT PROFESSOR	5	$33,829.00	$32,474.00	$29,219.00	$45,000.00
189.117–014	RESEARCH SPECIALIST I	13	$19,137.76	$19,233.72	$18,673.00	$19,622.76
189.117–014	RESEARCH SPECIALIST II	10	$21,028.96	$20,668.92	$20,109.00	$22,848.84
189.117–014	RESEARCH SPECIALIST III	5	$21,502.45	$22,366.00	$17,365.00	$23,400.00
189.117–014	RESEARCH SPECIALIST IV	5	$25,541.34	$25,448.76	$23,795.00	$27,663.96
041.061–086	SCIENTIST	5	$25,680.00	$24,000.00	$12,000.00	$42,000.00
169.167–014	SECRETARY, ADMINISTRATIVE I	36	$18,052.70	$17,953.00	$15,102.00	$20,465.16
169.167–014	SECRETARY, ADMIN II	11	$19,862.04	$20,070.00	$17,365.00	$21,942.00
201.362–030	SECRETARY I	48	$12,845.50	$13,225.00	$5,789.34	$17,914.48
201.362–030	SECRETARY II	72	$14,622.40	$14,674.44	$8,814.00	$18,426.72
201.362–030	SECRETARY III	63	$16,296.24	$15,980.64	$12,397.00	$19,926.36
030.062–010	SOFTWARE SPECIALIST III	4	$30,731.74	$30,100.48	$29,424.00	$33,302.00
950.382–026	STATIONARY ENGINEER II	8	$22,740.39	$22,796.62	$22,485.00	$23,067.24

STATEWIDE WAGE RATES FOR PUBLIC HIGHER EDUCATION BY JOB TITLE
(Data Presented in Annual Rates)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Low Rate	High Rate
222.137–034	STOCK CLERK SUPERVISOR	5	$18,142.94	$18,711.00	$16,183.00	$19,906.00
	SUPERINTENDENT	7	$38,657.14	$37,500.00	$36,200.00	$45,900.00
235.662–022	SWITCHBOARD OPERATOR I	4	$10,519.81	$10,482.99	$7,329.50	$13,636.48
235.662–022	SWITCHBOARD OPERATOR II	8	$14,475.23	$14,067.00	$13,784.16	$15,830.88
099.327–010	TEACHER AIDE I	8	$11,918.06	$12,397.00	$7,517.07	$13,894.00
099.327–010	TEACHER AIDE III	7	$15,582.18	$15,662.40	$15,100.82	$15,662.40
840.381–010	TEMPORARY PAINTER	20	$32,132.88	$32,073.60	$32,073.60	$32,468.80
099.227–034	TUTOR	8	$18,592.80	$17,763.20	$17,763.20	$24,400.00
	TV CENTER TECHNICIAN	4	$21,098.25	$20,528.00	$20,109.00	$23,228.00
203.582–066	TYPIST II	5	$13,383.80	$12,400.00	$11,475.00	$17,980.00
203.582–066	TYPIST III	5	$13,858.57	$13,784.16	$12,802.44	$15,965.00
090.227–010	VISITING ASSISTANT PROFESSOR	37	$27,766.95	$25,000.00	$20,870.00	$49,488.00
144.061–010	VISITING ARTIST	4	$15,700.00	$16,900.00	$12,000.00	$17,000.00
090.227–013	VISITING INSTRUCTOR	102	$20,895.76	$20,870.00	$3,150.00	$32,000.00
090.227–010	VISITING PROFESSOR	8	$32,667.00	$34,265.00	$23,750.00	$34,265.00
203.362–022	WORD PROCESSING OPERATOR II	14	$13,048.16	$13,225.00	$6,892.08	$14,997.00
203.362–022	WORD PROCESSING OPERATOR III	19	$14,558.11	$14,674.44	$12,528.48	$15,999.00
203.362–022	WORD PROCESSING TECH	4	$15,656.35	$15,382.20	$15,102.00	$16,759.00

Appendix

- Sample Wage Survey Form
- Wage Conversion Table

Sample Wage Survey Form

Please list each job title with a brief description.

DELIVERY PERSONNAL -- 230-667.010 --											Entry Level Wage
Rates Are: __Hourly __Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

EDUCATION SPECIALIST -- 099-167.022 --DIRECTS RESEARCH ACTIVITIES CONCERNED WITH EDUCATIONAL PROGRAMS IN SCHOOL SYSTEMS. INITIATES PROCEDURES TO DETERMINE IF PROGRAM OBJECTIVES ARE BEING MET.											Entry Level Wage
Rates Are: __Hourly __Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

EXTRA CURRICULAR STUDENT ACTIVITIES PERSONNEL (INTERMURAL INCLD.) 099-224.011 SUPERVISION, AND DIRECTION OF STUDENTS IN A TEAM UNIT. ie, SPORTS, NEWSPAPER, SPEECH & DEBATE, STUDENT GOVERNMENT.											Entry Level Wage
Rates Are: __Hourly __Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

LIBRARIAN -- 100-127.014 --											Entry Level Wage
Rates Are: __Hourly __Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

LIBRARY AIDE -- 100-127.015 --											Entry Level Wage
Rates Are: __Hourly __Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Addendum to "Wages in Montana Public Education by Occupational Classification" Publication
Published November 1992 by the Montana Department of Labor and Industry

ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Statewide

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010) *	TEACHERS	6026.4	$26,338.55
(045.107-010)	GUIDANCE COUNSELORS	178.6	$28,851.38
(100.167-030) *	LIBRARIANS	225.7	$25,504.54
	OTHER SPECIALISTS	217.4	$27,713.21
(094.227-010)	SPECIAL ED. PERSONNEL	556.1	$25,187.17
(099.223-010)	TRAFFIC ED. PERSONNEL	6.4	$26,929.95
	TITLE 1 PERSONNEL	258.6	$24,034.87
(099.117-018) *	PRINCIPAL	293.1	$41,182.54
(091.107-010)	ASSISTANT PRINCIPAL	35.7	$34,383.75
	SUPERVISING TEACHERS	43.6	$19,124.72
	OTHER ADMINISTRATORS	279.8	$35,386.08

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	2529.9	$28,386.88
(045.107-010)	GUIDANCE COUNSELORS	168.1	$32,216.65
(100.167-030) *	LIBRARIANS	101.9	$27,669.51
	OTHER SPECIALISTS	36.3	$29,451.11
(094.227-010)	SPECIAL ED. PERSONNEL	210.3	$27,083.43
(099.223-010)	TRAFFIC ED. PERSONNEL	21.2	$28,244.74
	TITLE 1 PERSONNEL	69.2	$25,137.95
(099.117-018) *	PRINCIPAL	95.8	$41,688.57
(091.107-010)	ASSISTANT PRINCIPAL	47.6	$40,510.10
	SUPERVISING TEACHERS	1	$40,553.00
	OTHER ADMINISTRATORS	116.3	$39,299.51

Region 1

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010) *	TEACHERS	788.3	$26,468.85
(045.107-010)	GUIDANCE COUNSELORS	29.7	$29,146.63
(100.167-030) *	LIBRARIANS	27.9	$25,031.00
	OTHER SPECIALISTS	31.3	$28,465.17
(094.227-010)	SPECIAL ED. PERSONNEL	79.5	$25,379.25
(099.223-010)	TRAFFIC ED. PERSONNEL	1	$27,357.00
	TITLE 1 PERSONNEL	26.7	$23,759.16
(099.117-018)	PRINCIPAL	40.7	$43,890.00
(091.107-010)	ASSISTANT PRINCIPAL	7.8	$28,933.69
	SUPERVISING TEACHERS	7.6	$21,984.61
	OTHER ADMINISTRATORS	52	$27,819.47

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	352.8	$29,373.32
(045.107-010)	GUIDANCE COUNSELORS	17	$34,204.28
(100.167-030) *	LIBRARIANS	11.2	$28,400.88
	OTHER SPECIALISTS	5.3	$26,222.30
(094.227-010)	SPECIAL ED. PERSONNEL	23.9	$28,772.52
(099.223-010)	TRAFFIC ED. PERSONNEL	2.8	$30,815.54
	TITLE 1 PERSONNEL	10.5	$25,618.05
(099.117-018)	PRINCIPAL	11.6	$41,942.51
(091.107-010)	ASSISTANT PRINCIPAL	9.8	$38,333.76
*	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	12.5	$38,339.36

This wage data was calculated using summary data provided by the Montana Office of Public Instruction, and was gathered during the same time frame as the data in the "Wages in Montana Public Education by Occupational Classification" publication.

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ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Region 2

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	695.4	$26,873.88
(045.107-010)	GUIDANCE COUNSELORS	19.1	$25,321.12
(100.167-030) *	LIBRARIANS	31.5	$25,710.90
	OTHER SPECIALISTS	20.4	$28,676.85
(094.227-010)	SPECIAL ED. PERSONNEL	55.4	$24,493.39
(099.223-010)	TRAFFIC ED. PERSONNEL	0	$0.00
	TITLE 1 PERSONNEL	36.2	$22,576.29
(099.117-018) *	PRINCIPAL	35.4	$39,527.67
(091.107-010)	ASSISTANT PRINCIPAL	4	$17,851.50
	SUPERVISING TEACHERS	3.9	$19,453.49
	OTHER ADMINISTRATORS	31.5	$38,338.23

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	306.8	$29,452.53
(045.107-010)	GUIDANCE COUNSELORS	21.7	$32,908.16
(100.167-030) *	LIBRARIANS	9.1	$28,136.62
	OTHER SPECIALISTS	6.8	$32,402.85
(094.227-010)	SPECIAL ED. PERSONNEL	40.8	$27,721.32
(099.223-010)	TRAFFIC ED. PERSONNEL	5.6	$32,218.88
	TITLE 1 PERSONNEL	8.6	$22,300.26
(099.117-018) *	PRINCIPAL	9.8	$42,836.46
(091.107-010)	ASSISTANT PRINCIPAL	7.8	$41,594.65
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	12.5	$38,705.35

Region 3

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	399.7	$29,038.62
(045.107-010)	GUIDANCE COUNSELORS	7.6	$31,377.54
(100.167-030) *	LIBRARIANS	10.2	$27,217.60
	OTHER SPECIALISTS	21.8	$31,018.94
(094.227-010)	SPECIAL ED. PERSONNEL	43.4	$26,953.41
(099.223-010)	TRAFFIC ED. PERSONNEL	.2	$28,430.00
	TITLE 1 PERSONNEL	14.9	$28,394.61
(099.117-018)	PRINCIPAL	19.2	$40,997.36
(091.107-010)	ASSISTANT PRINCIPAL	3.6	$41,368.00
	SUPERVISING TEACHERS	4.8	$16,447.50
	OTHER ADMINISTRATORS	18.5	$38,158.35

HIGH SCHOOL

D.O.T. Code	Job Titlé	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	181.2	$30,863.20
(045.107-010)	GUIDANCE COUNSELORS	11	$32,789.89
(100.167-030) *	LIBRARIANS	6.5	$29,080.54
	OTHER SPECIALISTS	3.5	$31,474.74
(094.227-010)	SPECIAL ED. PERSONNEL	21.8	$29,326.01
(099.223-010)	TRAFFIC ED. PERSONNEL	1.7	$27,293.29
	TITLE 1 PERSONNEL	5.1	$24,013.20
(099.117-018)	PRINCIPAL	6.5	$42,524.91
(091.107-010)	ASSISTANT PRINCIPAL	4.6	$32,651.52
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	6.8	$38,923.07

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ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Region 4

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	1143.3	$26,358.44
(045.107-010)	GUIDANCE COUNSELORS	32.8	$30,601.25
(100.167-030) *	LIBRARIANS	41.3	$24,760.63
	OTHER SPECIALISTS	36.2	$29,105.72
(094.227-010)	SPECIAL ED. PERSONNEL	94.5	$24,988.10
(099.223-010)	TRAFFIC ED. PERSONNEL	2.4	$28,740.38
	TITLE 1 PERSONNEL	46.1	$24,501.62
(099.117-018)	PRINCIPAL	56.5	$42,287.53
(091.107-010)	ASSISTANT PRINCIPAL	8.2	$42,794.32
	SUPERVISING TEACHERS	8.8	$19,533.32
	OTHER ADMINISTRATORS	57.8	$39,058.58

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	445.7	$28,364.42
(045.107-010)	GUIDANCE COUNSELORS	32.7	$32,287.82
(100.167-030) *	LIBRARIANS	20.3	$27,541.67
	OTHER SPECIALISTS	4.2	$30,254.48
(094.227-010)	SPECIAL ED. PERSONNEL	27	$26,525.06
(099.223-010)	TRAFFIC ED. PERSONNEL	2.9	$27,115.76
	TITLE 1 PERSONNEL	13.5	$26,808.50
(099.117-018)	PRINCIPAL	18.5	$42,739.51
(091.107-010)	ASSISTANT PRINCIPAL	2.4	$43,729.51
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	27.2	$39,060.65

Region 5

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	461.2	$27,324.95
(045.107-010)	GUIDANCE COUNSELORS	8.9	$28,293.92
(100.167-030)	LIBRARIANS	16.8	$24,127.83
	OTHER SPECIALISTS	19.1	$21,292.23
(094.227-010)	SPECIAL ED. PERSONNEL	36.2	$27,476.40
(099.223-010)	TRAFFIC ED. PERSONNEL	0	$0.00
	TITLE 1 PERSONNEL	15.4	$19,719.01
(099.117-018)	PRINCIPAL	23.9	$42,498.49
(091.107-010)	ASSISTANT PRINCIPAL	2.5	$41,055.60
	SUPERVISING TEACHERS	3.7	$18,732.38
	OTHER ADMINISTRATORS	10.9	$35,391.86

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	184.3	$30,466.52
(045.107-010)	GUIDANCE COUNSELORS	12.4	$34,292.68
(100.167-030)	LIBRARIANS	7.3	$28,961.05
	OTHER SPECIALISTS	4.4	$24,366.02
(094.227-010)	SPECIAL ED. PERSONNEL	15.2	$27,838.55
(099.223-010)	TRAFFIC ED. PERSONNEL	1	$24,176.00
	TITLE 1 PERSONNEL	4.4	$22,664.05
(099.117-018)	PRINCIPAL	4.3	$46,135.81
(091.107-010)	ASSISTANT PRINCIPAL	4	$46,902.00
	SUPERVISING TEACHERS	1	$40,553.00
	OTHER ADMINISTRATORS	7	$48,215.11

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ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Region 6

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	368.2	$25,448.49
(045.107-010)	GUIDANCE COUNSELORS	9.9	$26,826.83
(100.167-030) *	LIBRARIANS	13.9	$25,250.37
	OTHER SPECIALISTS	16.5	$28,875.18
(094.227-010)	SPECIAL ED. PERSONNEL	40.3	$25,629.17
(099.223-010)	TRAFFIC ED. PERSONNEL	0	$0.00
	TITLE 1 PERSONNEL	14.6	$24,648.88
(099.117-018)	PRINCIPAL	18.4	$39,864.46
(091.107-010)	ASSISTANT PRINCIPAL	2.4	$44,545.83
	SUPERVISING TEACHERS	5.4	$16,982.89
	OTHER ADMINISTRATORS	17.8	$26,236.69

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	145.8	$27,770.09
(045.107-010)	GUIDANCE COUNSELORS	9.5	$28,875.22
(100.167-030) *	LIBRARIANS	6.5	$26,842.58
	OTHER SPECIALISTS	2.2	$31,885.18
(094.227-010)	SPECIAL ED. PERSONNEL	10.3	$23,624.75
(099.223-010)	TRAFFIC ED. PERSONNEL	1	$30,315.00
	TITLE 1 PERSONNEL	5.3	$28,030.66
(099.117-018)	PRINCIPAL	6.1	$41,081.08
(091.107-010)	ASSISTANT PRINCIPAL	3	$40,697.33
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	9	$34,268.27

Region 7

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	201.8	$22,619.51
(045.107-010)	GUIDANCE COUNSELORS	7.1	$27,153.92
(100.167-030)	LIBRARIANS	7.8	$26,070.35
	OTHER SPECIALISTS	.5	$10,308.00
(094.227-010)	SPECIAL ED. PERSONNEL	13.1	$22,369.28
(099.223-010)	TRAFFIC ED. PERSONNEL	.3	$26,626.67
	TITLE 1 PERSONNEL	11.3	$22,684.17
(099.117-018)	PRINCIPAL	7.6	$38,896.26
(091.107-010)	ASSISTANT PRINCIPAL	.8	$27,460.00
	SUPERVISING TEACHERS	.8	$17,631.00
	OTHER ADMINISTRATORS	8.4	$37,902.79

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	103.5	$24,639.53
(045.107-010)	GUIDANCE COUNSELORS	6	$30,114.57
(100.167-030)	LIBRARIANS	6.3	$24,167.05
	OTHER SPECIALISTS	0	$0.00
(094.227-010)	SPECIAL ED. PERSONNEL	4.2	$26,601.90
(099.223-010)	TRAFFIC ED. PERSONNEL	1.1	$28,366.91
	TITLE 1 PERSONNEL	3.2	$22,816.19
(099.117-018)	PRINCIPAL	4.7	$36,190.17
(091.107-010)	ASSISTANT PRINCIPAL	1	$38,915.00
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	6.3	$38,279.00

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ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Region 8

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	1180.1	$26,647.95
(045.107-010)	GUIDANCE COUNSELORS	38.6	$29,211.63
(100.167-030) *	LIBRARIANS	45.1	$26,443.36
	OTHER SPECIALISTS	54.1	$28,616.77
(094.227-010)	SPECIAL ED. PERSONNEL	136.8	$24,921.52
(099.223-010)	TRAFFIC ED. PERSONNEL	1.2	$30,239.00
	TITLE 1 PERSONNEL	59.1	$25,517.39
(099.117-018)	PRINCIPAL	53.4	$43,050.34
(091.107-010)	ASSISTANT PRINCIPAL	6.2	$30,944.48
	SUPERVISING TEACHERS	2.6	$22,003.85
	OTHER ADMINISTRATORS	47.8	$38,153.78

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	447.5	$28,341.03
(045.107-010)	GUIDANCE COUNSELORS	37.7	$32,128.63
(100.167-030) *	LIBRARIANS	18.6	$28,649.69
	OTHER SPECIALISTS	8.3	$30,120.93
(094.227-010)	SPECIAL ED. PERSONNEL	45.9	$27,262.13
(099.223-010)	TRAFFIC ED. PERSONNEL	1.1	$25,898.91
	TITLE 1 PERSONNEL	6.2	$23,525.11
(099.117-018)	PRINCIPAL	17.8	$41,729.15
(091.107-010)	ASSISTANT PRINCIPAL	11.8	$42,457.50
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	15.7	$43,594.06

Region 9

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	521.7	$24,764.08
(045.107-010)	GUIDANCE COUNSELORS	18.2	$28,780.52
(100.167-030) *	LIBRARIANS	22	$25,124.17
	OTHER SPECIALISTS	9.6	$19,311.94
(094.227-010)	SPECIAL ED. PERSONNEL	35.6	$23,452.30
(099.223-010)	TRAFFIC ED. PERSONNEL	.9	$18,856.67
	TITLE 1 PERSONNEL	20	$23,711.05
(099.117-018)	PRINCIPAL	25.3	$40,695.92
(091.107-010)	ASSISTANT PRINCIPAL	0	$0.00
	SUPERVISING TEACHERS	5.2	$16,391.69
	OTHER ADMINISTRATORS	23.6	$36,699.89

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	236.5	$24,955.53
(045.107-010)	GUIDANCE COUNSELORS	14	$29,921.91
(100.167-030) *	LIBRARIANS	9.8	$24,460.66
	OTHER SPECIALISTS	.8	$27,421.25
(094.227-010)	SPECIAL ED. PERSONNEL	11.1	$22,106.32
(099.223-010)	TRAFFIC ED. PERSONNEL	2.7	$18,886.89
	TITLE 1 PERSONNEL	7.7	$26,686.25
(099.117-018)	PRINCIPAL	11.7	$38,704.97
(091.107-010)	ASSISTANT PRINCIPAL	1.4	$38,090.00
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	13.2	$37,863.80

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ANNUAL WAGE RATES FOR PUBLIC ELEMENTARY AND HIGH SCHOOL EDUCATION BY OCCUPATION

Region 10

ELEMENTARY

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(092.227-010)	TEACHERS	266.7	$24,473.60
(045.107-010)	GUIDANCE COUNSELORS	6.7	$29,822.40
(100.167-030) *	LIBRARIANS	9.2	$26,138.46
	OTHER SPECIALISTS	7.9	$24,962.84
(094.227-010)	SPECIAL ED. PERSONNEL	21.3	$25,171.05
(099.223-010)	TRAFFIC ED. PERSONNEL	.4	$22,715.00
	TITLE 1 PERSONNEL	14.3	$21,608.68
(099.117-018)	PRINCIPAL	12.7	$39,367.28
(091.107-010)	ASSISTANT PRINCIPAL	.2	$36,000.00
	SUPERVISING TEACHERS	.8	$28,095.00
	OTHER ADMINISTRATORS	11.5	$36,713.70

HIGH SCHOOL

D.O.T. Code	Job Title	Number of Employees	Weighted Average
(091.227-010)	TEACHERS	125.8	$26,902.50
(045.107-010)	GUIDANCE COUNSELORS	6.1	$31,664.28
(100.167-030) *	LIBRARIANS	6.3	$29,607.54
	OTHER SPECIALISTS	.8	$29,036.00
(094.227-010)	SPECIAL ED. PERSONNEL	10.1	$24,410.73
(099.223-010)	TRAFFIC ED. PERSONNEL	1.3	$32,205.38
	TITLE 1 PERSONNEL	4.7	$25,905.66
(099.117-018)	PRINCIPAL	4.8	$42,922.25
(091.107-010)	ASSISTANT PRINCIPAL	1.8	$38,935.56
	SUPERVISING TEACHERS	0	$0.00
	OTHER ADMINISTRATORS	6.1	$34,269.00

Any questions about information included in this addendum should be directed to: The Research and Analysis Bureau; Montana Department of Labor and Industry; P.O. Box 1728; Helena, MT 59624; (406) 444-2430.

This wage data was calculated using summary data provided by the Montana Office of Public Instruction, and was gathered during the same time frame as the data in the "Wages in Montana Public Education by Occupational Classification" publication.

* Hourly wage information can be found in the "Wages in Montana Public Education by Occupational Classification" publication for some employees working in those job titles preceded by an asterisk (*). Refer to this addendum for complete numbers of employees within job title classifications.

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